

Mississippi Secretary of State  
700 North Street P. O. Box 136, Jackson, MS 39205-0136

**ADMINISTRATIVE PROCEDURES NOTICE FILING**

AGENCY NAME Mississippi State Personnel Board		CONTACT PERSON Sara E. DeLoach Special Assistant Attorney General Mississippi State Personnel Board		TELEPHONE NUMBER 601-359-2708	
ADDRESS 301 North Lamar Street, Suite 203		CITY Jackson		STATE MS	ZIP 39201
EMAIL Sara.deLoach@mspb.ms.gov	SUBMIT DATE 04/20/11	Name or number of rule(s): Variable Compensation Plan for FY 2012 Policy Memorandum			

Short explanation of rule/amendment/repeal and reason(s) for proposing rule/amendment/repeal: The Variable Compensation Plan for FY 2012 Policy Memorandum establishes compensation policies for state employees under the purview of the Mississippi State Personnel Board for Fiscal Year 2012.

Specific legal authority authorizing the promulgation of rule: Mississippi Code Annotated § 25-9-103, 119, 147

List all rules repealed, amended, or suspended by the proposed rule: Mississippi State Personnel Board Variable Compensation Plan for FY 2012 Policy Memorandum

**ORAL PROCEEDING:**

☐ An oral proceeding is scheduled for this rule on Date: \_\_\_\_\_ Time: \_\_\_\_\_ Place: \_\_\_\_\_

☒ Presently, an oral proceeding is not scheduled on this rule.

If an oral proceeding is not scheduled, an oral proceeding must be held if a written request for an oral proceeding is submitted by a political subdivision, an agency or ten (10) or more persons. The written request should be submitted to the agency contact person at the above address within twenty (20) days after the filing of this notice of proposed rule adoption and should include the name, address, email address, and telephone number of the person(s) making the request; and, if you are an agent or attorney, the name, address, email address, and telephone number of the party or parties you represent. At any time within the twenty-five (25) day public comment period, written submissions including arguments, data, and views on the proposed rule/amendment/repeal may be submitted to the filing agency.

**ECONOMIC IMPACT STATEMENT:**

☒ Economic impact statement not required for this rule. ☐ Concise summary of economic impact statement attached.

**TEMPORARY RULES**

\_\_\_\_ Original filing  
\_\_\_\_ Renewal of effectiveness  
To be in effect in \_\_\_\_\_ days  
Effective date:  
\_\_\_\_ Immediately upon filing  
\_\_\_\_ Other (specify): \_\_\_\_\_

**PROPOSED ACTION ON RULES**

Action proposed:  
\_\_\_\_ New rule(s)  
☒ Amendment to existing rule(s)  
\_\_\_\_ Repeal of existing rule(s)  
\_\_\_\_ Adoption by reference  
Proposed effective date:  
☒ 30 days after final filing  
\_\_\_\_ Other (specify): \_\_\_\_\_

**FINAL ACTION ON RULES**

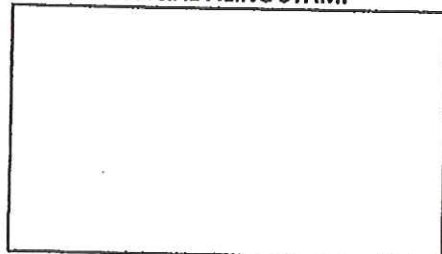
Action taken:  
\_\_\_\_ Adopted with no changes in text  
\_\_\_\_ Adopted with changes  
\_\_\_\_ Adopted by reference  
\_\_\_\_ Withdrawn  
\_\_\_\_ Repeal adopted as proposed  
Effective date:  
\_\_\_\_ 30 days after filing  
\_\_\_\_ Other (specify): \_\_\_\_\_

Printed name and Title of person authorized to file rules:

Sara E. DeLoach  
Special Assistant Attorney General  
Mississippi State Personnel Board

Signature of person authorized to file rules:

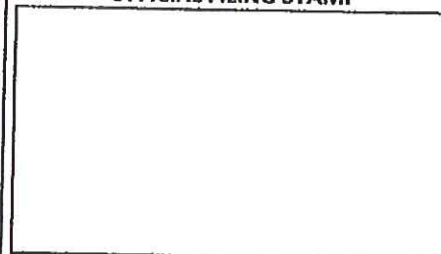
*Sara E. DeLoach*

**OFFICIAL FILING STAMP**

Accepted for filing by

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Accepted for filing by **CB17709E**

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The entire text of the Proposed Rule including the text of any rule being amended or changed is attached.